

Human Resource  
Sem III

I> Course Content:

Semester	III Core
Subject	Labour Laws and Implications on Industrial Relations
Course Code	MMSHC304 (RGCMS)
Credits	4
Duration	40

**Learning Objective:**

- Understanding Nature and Importance of Labour Laws
- To understand various legislations with their history, basic provisions & case laws
- To study current amendments in Labour laws
- Highlight Labour Laws with IR implications

**Module**

Sr. No.	Content	Activity	Course Outcome
1	Overview of IR <ul style="list-style-type: none"> <li>• IR history in brief, System approach to IR and IR model,</li> <li>• Collective Bargaining, Basic Grievance machinery and disciplinary procedure</li> <li>• Importance of Workers Participation in Management with few eggs.</li> <li>• Relating IR to labor laws</li> <li>• Labor laws with IR implications for futuristic India</li> </ul>	Lecture & Case Study	MMSHC304.1
2	Introduction to Labor Laws <ul style="list-style-type: none"> <li>• Government of India Structure, Constitutional provisions for labor</li> <li>• Structure of Courts and appropriate authorities in India.</li> <li>• Principles of Labor Laws</li> <li>• Classification of Labor Laws viz: Regulative, Employment, Wage, Social Security &amp; IR</li> </ul>	Lecture & Case Study	MMSHC304.4
3	Industrial Relations Legislations <ul style="list-style-type: none"> <li>• Industrial Dispute Act 1947</li> <li>• Trade Union Act 1926 &amp; MRTUP &amp; PULP 1971 (only unions politics &amp; recognition provision)</li> <li>• Industrial Employment (Standing Order) Act 1946</li> </ul>	Case Laws	MMSHC304.2
4	Regulative Laws <ul style="list-style-type: none"> <li>• The Factories Act, 1948</li> <li>• The Bombay Shop and Establishment Act, 1948</li> </ul>	Case Laws	MMSHC304.3
5	Social Security Legislations <ul style="list-style-type: none"> <li>• Workmen's Compensation Act 1923 (with sums)</li> <li>• ESI Act 1948</li> <li>• Gratuity Act 1972</li> <li>• Provident Fund Act &amp; Mis. 1952</li> </ul>	Case Laws	MMSHC304.4

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6	Wage Legislations <ul style="list-style-type: none"> <li>• Payment of Wages Act 1936</li> <li>• Minimum Wages Act 1948</li> </ul>	Case Laws	MMSHC304.5
7	Overview of few laws <ul style="list-style-type: none"> <li>• Maternity Benefit Act 1961</li> <li>• Apprentice Act 1961</li> <li>• Employment Exchange Act 1951</li> <li>• Payment of Bonus Act 1965</li> </ul>	Case Laws	MMSHC304.1
8	Internal Assessments Overview of Alternate Dispute Resolution Mechanisms		MMSHC304.5

**II> Course Outcomes**

<u>Course Code</u>	<u>Course Outcomes</u>	<u>Cognition</u>
	<b>Students will be able to:</b>	
MMSHC304.1	Understand importance of IR to Labor Laws, changing dynamics of IR, court jurisdictions and basics of labor laws and implications of Maternity Benefit Act 1961, Apprentice Act 1961, Employment Exchange Act 1951, Payment of Bonus Act 1965	Understand
MMSHC304.2	Understand history, provisions, case laws & amendments Industrial Relations Legislations-Industrial Dispute Act 1947, Trade Union Act 1926 & MRTUP & PULP 1971 (only unions politics & recognition provision), Industrial Employment (Standing Order) Act 1946	Understand
MMSHC304.3	Understand history, provisions, case laws & amendments Regulative Laws -The Factories Act, 1948, The Bombay Shop and Establishment Act, 1948	Understand
MMSHC304.4	Understand history, provisions, case laws & amendments Social Security Legislations -Workmen's Compensation Act 1923 (with sums), ESI Act 1948, Gratuity Act 1972, Provident Fund Act & Mis. 1952	Understand
MMSHC304.5	Understand history, provisions, case laws & amendments - Wage Legislations, Payment of Wages Act 1936, Minimum Wages Act, 1948	Understand

**Text Books**

Sr. No.	Books
1	Mamoria, C. B. & Mamoria, S. Dynamics of Industrial Relations in India. Himalaya Publishing House
2	Sharma, A. M. Industrial Relations: Conceptual & Legal Framework. Himalaya Publishing House
3	Mamoria, C. B., Mamoria, S. & S. V. Gankar. Dynamics of Industrial Relations in India. Himalaya Publishing House
4	Sharma, A. M. Industrial Relations: Industrial Jurisprudence and Labour Legislation. Himalaya Publishing House
5	Kapoor, N.D: Elements of Mercantile Law. Sultan Chand & Sons